

Date of Hearing: June 10, 2026

ASSEMBLY COMMITTEE ON LABOR AND EMPLOYMENT

Liz Ortega, Chair

SB 951 (Reyes) – As Amended May 14, 2026

SENATE VOTE: 28-9

SUBJECT: Employment: technological displacement: notice

SUMMARY: Requires an employer to provide at least a 60-day advanced written notice before any technological displacement, as defined, of 25 or more workers during any 30-day period. Additionally requires an employer to provide to the Employment Development Department (EDD) a written technology hiring disruption notice when it executes a technological cessation in hiring caused in whole by the adoption of AI or other automating technology. Authorizes enforcement of these provisions by the Labor Commissioner (LC) or a court of law. Specifically, **this bill:**

- 1) Defines “artificial intelligence” or “AI” to mean an engineered or machine-based system that varies in its level of autonomy and that can, for explicit or implicit objectives, infer from the input it receives how to generate outputs that can influence physical or virtual environments.
- 2) Defines “employer” to mean any individual who, or entity that, directly or indirectly, or through an agent or any other person, employs or exercises control over the wages, benefits, other compensation, hours, working conditions, access to work or job opportunities, or other terms or conditions of employment, of any worker. An “employer” includes, but is not limited to, any of the following:
 - a) The state, including its legislative, judicial, and executive branches.
 - b) Any city, county, or city and county, including any charter city, charter county, charter city and county, and other political subdivisions of the state.
 - c) Special districts.
 - d) Local educational agencies (“LEAs”) that do not provide layoff notices, as specified, for classified and certificated staff.
 - e) Any authority, commission, board, agency, or instrumentality of any entity specified in paragraphs (a)-(c) above.
 - f) The University of California, the California State University, and community college districts.

- 3) Defines “technological displacement” to mean the elimination of employment positions resulting in layoffs within any 12-month period, caused in whole by an AI system or other automated technology replacing or automating employment positions.
- 4) Defines “technological cessation in hiring” to mean the end of hiring permanently for an occupation or position that is caused in whole by the use of AI or other automation. “Technological cessation in hiring” does not mean an overall reduction in employment positions.
- 5) Defines “worker” to mean an individual employed or contracted by an employer for at least 6 months of the 12 months preceding the date on which notice is required under 6) below. “Worker” includes, but is not limited to, full-time and part-time workers and independent contractors, but does not include a seasonally employed individual who was hired with the understanding that their employment is seasonal and temporary, a volunteer, or an intern.
- 6) Requires an employer to provide at least a 60-day advanced written notice before any technological displacement affecting 25 or more workers during any 30-day period.
- 7) Requires the notice to be provided to both of the following:
 - a) The workers of the employer affected by the order.
 - b) The Employment Development Department (EDD), the local workforce investment board, and the city council members and county board of supervisors of each city and county in the state within which the technological displacement occurs.
- 8) Requires the notice to contain all of the following information:
 - a) The name and address of the employment site and the name, email, and telephone number of a company official or public agency contact person.
 - b) A statement indicating whether the planned action is permanent or temporary.
 - c) The expected date of the first separation and the anticipated schedule for subsequent separations.
 - d) The number, classification, and work location of layoffs that are substantially due to the replacement or automation by AI.
 - e) The job functions performed by those workers that will be automated by AI.

- f) The specific category or type of AI system or other automating technology that substantially resulted in technological displacement, including the entity or entities that developed, sold, or leased the product.
- g) The justification for, and purpose of, the use of the AI tool.
- h) If retraining is available to current workers to transition from eliminated occupations to new ones at the company.
- i) Whether the employer plans to coordinate services, such as a rapid response orientation, through the local workforce development board, a different entity, or the employer does not plan to coordinate services with any entity.
 - i) Regardless of whether the employer chooses to coordinate services with the local workforce development board or another entity, the employer shall include in the notice a functioning email and telephone number of the board and a description of the rapid response activities offered by the local workforce development board, as specified.
 - ii) If the employer chooses to coordinate services with the local workforce development board or another entity, the employer shall arrange services within 30 days from the date of the notice.
- 9) Requires, for employers with more than 100 workers, each worker affected by a technological displacement to be entitled to the right of first bid on other positions with the employer. This provision shall not apply to the extent it would conflict with the provisions of a collective bargaining agreement.
- 10) Prohibits an employer from discharging a worker affected by the technological displacement without reasonable and substantiated cause during the 60-day period from when the notice in 6) above is provided to the worker.
- 11) Requires an employer to provide a written technology hiring disruption notice when it executes a technological cessation in hiring caused in whole by the adoption of AI or other automating technology. The notice shall be given to the EDD.
- 12) Requires the notice to include all of the following information:
 - a) The name and address of the employment site and the name, email, and telephone number of a company official or public agency contact person.
 - b) A statement indicating whether the planned action is permanent or temporary.

- c) The number of positions of the employer that were occupied at any point during the prior quarter for which the employer has decided not to fill because of a technological cessation in hiring.
 - d) The occupational classification and work location of positions that will no longer be filled by humans due to the replacement or automation by AI.
 - e) The job functions performed in these positions.
 - f) The specific category of type of AI system or other automating technology that resulted in the technological cessation of hiring, including the entity or entities that developed, sold, or leased the product.
 - g) The justification for and purpose of the use of the AI tool.
 - h) A statement if the cessation resulted in hiring or creation of other employment positions in the company and the number and occupation of those positions.
- 13) Authorizes, if an employer meets the requirement to provide a notice pursuant to the California Worker Adjustment and Retraining Notification (Cal/WARN) Act, the employer to include the requirements for the technological displacement and technological cessation notices in hiring in one document to all workers, regardless of the type of layoff.
- 14) Requires a LEA that provides layoff notices pursuant to the Education Code, as specified, for classified and certificated staff, to provide the EDD a written technology displacement or cessation in hiring notice when it executes a technological displacement or a technological cessation in hiring caused in whole by the adoption of AI or other automating technology. The notice shall be provided on an annual basis and include the information required pursuant to 8) (a)-(h) above.
- 15) Requires the EDD to post notices received pursuant to 6) and 11) above on their internet website and compile a quarterly summary to present a statewide summary of worker displacement due to AI and automation. The report shall include a link to a public database of individual notices received from employers.
- 16) Requires the EDD to submit the report to the labor and budget committees of the Assembly and Senate, as specified.
- 17) Provides that an employer that fails to give notice as required by 7) a) above before ordering a technological displacement is liable to each worker entitled to notice who lost their employment. The employer shall be liable for all of the following for each worker:

- a) Back pay at the average regular rate of compensation received by the worker during the last three years of their employment, or the worker's final rate of compensation, whichever is higher.
 - b) The value of the cost of any benefits to which the worker would have been entitled had their employment not been lost, including the cost of any medical expenses incurred by the worker that would have been covered under a worker benefit plan.
- 18) Provides that liability under 17) above shall be calculated for the entire period of the employer's violation up to a maximum of 60 days, or one-half the number of days that the worker was employed, whichever period is shorter.
- 19) Requires the amount of an employer's liability under 17) above to be reduced by all of the following:
- a) Any wages paid by the employer to the worker during the period of the employer's violation. For purposes of this paragraph, "wages" shall exclude payment equivalent to leave or vacation hours accrued before the period of the employer's violation.
 - b) Any voluntary and unconditional payments made by the employer to the worker that were not required to satisfy any legal obligation.
 - c) Any payments by the employer to a third party or trustee, such as premiums for health benefits or payments to a defined contribution pension plan, on behalf of and attributable to the worker for the period of the violation.
- 20) States that an employer that fails to provide notice as required by 7) a) above shall also be subject to a civil penalty of not more than five hundred dollars (\$500) for each day of the employer's violation. However, the employer shall not be subject to a civil penalty under this section if the employer pays to all applicable workers the amounts for which the employer is liable pursuant to 17) above within three weeks from the date the employer orders the technological displacement. The civil penalty shall be recoverable by the LC.
- 21) Authorizes any person, including any third or uninterested parties, to report to the LC that an employer has failed to comply with the notice requirements. Any such person shall provide documentation to substantiate their allegations, including, but not limited to, public statements by employer officials, United States Securities and Exchange Commission filings, and shareholder reports, before the LC considers the report.
- 22) Permits a person, including a local government or a worker representative, seeking to establish liability against an employer to bring a civil action on behalf of the person, other

persons similarly situated, or both, in any court of competent jurisdiction. The court may award reasonable attorney's fees and costs to any prevailing plaintiff.

- 23) States that if the court determines that an employer conducted a reasonable investigation in good faith and had reasonable grounds to believe that its conduct was not a violation of this article, the court may reduce the amount of any penalty imposed against the employer.
- 24) Provides that in any investigation or proceeding under this article, the LC has, in addition to all other powers granted by law, the authority to examine the books and records of an employer.
- 25) Authorizes the LC to enforce 24) above and the notice requirements for technological displacement through the procedures set forth in Labor Code Section 98.3 or 1197.1, including, but not limited to, by investigating an alleged violation, ordering appropriate temporary relief to mitigate the violation pending the completion of a full investigation or hearing, and issuing a citation against an employer that violates this article. If a citation is issued, the procedures for issuing, contesting, and enforcing judgments for citations and civil penalties issued by the commissioner shall be the same as those set forth in Labor Code Section 1197.1, as appropriate.
- 26) Establishes the Technological Displacement Act Fund within the State Treasury.
Notwithstanding any law, all civil penalties recovered by the LC pursuant to this article shall be deposited in the fund.
- 27) Requires all moneys in the fund to be available to the commissioner, upon appropriation by the Legislature, for purposes of enforcing these provisions.
- 28) States that the provisions of this article do not supersede greater protections that may be provided by a collective bargaining agreement.
- 29) States that the provisions of this article are severable.

EXISTING LAW:

EXISTING FEDERAL LAW

- 1) Establishes the Worker Adjustment and Retraining Notification "WARN" Act, prohibiting certain employers from ordering a plant closing or mass layoff until the end of a 60-day period after the employer serves written notice of such an order, and requires certain information to be contained in the notice. 29 U.S.C. Sec 2101 et seq.; 20 CFR Part 639.
- 2) Defines "rapid response activity" to mean an activity provided by a State, or by an entity designated by a State, in the case of a permanent closure or mass layoff at a plant, facility, or enterprise, or a natural or other disaster, that results in mass job dislocation, in order to

assist dislocated workers in obtaining reemployment as soon as possible, with services including:

- a) The establishment of onsite contact with employers and employee representatives, as specified.
 - b) The provision of information on and access to available employment and training activities;
 - c) Assistance in establishing a labor-management committee, as specified.
 - d) The provision of emergency assistance adapted to the particular closure, layoff, or disaster; and
 - e) The provision of assistance to the local community in developing a coordinated response and in obtaining access to State economic development assistance. 29 U.S.C. § 3102(51).
- 3) Requires states to use funds reserved for rapid response activities to carry out statewide rapid response activities, including the provision of additional assistance to local areas that experience disasters, mass layoffs, or plant closings. 29 U.S.C. § 3174(c)(2).

EXISTING STATE LAW

- 1) Establishes the Cal/WARN Act, governing mass layoffs, relocations and terminations. Labor Code § 1400 et seq
- 2) Prohibits an employer, with certain exceptions, from ordering a mass layoff, relocation, or termination at a covered establishment, as defined, without giving prescribed written notice to employees, the EDD, and other local agencies at least 60 days before the order takes effect. Labor Code § 1401(a).
- 3) Defines “mass layoffs” to mean a layoff during any 30-day period of 50 or more employees at a covered establishment. Labor Code § 1400.5(d).
- 4) Defines “relocation” to mean the removal of all or substantially all of the industrial or commercial operations in a covered establishment to a different location 100 miles or more away. Labor Code § 1400.5(e).
- 5) Defines “termination” to mean the cessation or substantial cessation of industrial or commercial operations in a covered establishment. Labor Code § 1400.5(f).
- 6) Defines “employer” to mean any person who directly or indirectly owns and operates a covered establishment and provides that a parent corporation is an employer as to any covered establishment directly owned and operated by its corporate subsidiary. Labor Code § 1400.5(b).
- 7) Defines “covered establishment” to mean any industrial or commercial facility or part thereof that employs, or has employed within the preceding 12 months, 75 or more persons. Labor Code § 1400.5(a).

- 8) Requires the notice referenced in 2) above to include the elements required by the federal WARN Act. Labor Code § 1401(b).
- 9) Provides that an employer that fails to give the required notice, as required by Cal/WARN, before ordering a mass layoff, relocation, or termination, is liable to each employee entitled to notice, for specified compensation and benefits, calculated for the period of the employer's violation, up to a maximum of 60 days, or half the number of days that the employee was employed by the employer, whichever period is shorter. Labor Code § 1402.
- 10) Subjects an employer who fails to give proper notice under Cal/WARN to a civil penalty of not more than \$500 for each day of the employer's violation, but provides that the employer is not subject to this civil penalty if the employer pays to all applicable employees the amounts for which the employer is liable under 9) above within three weeks from the date the employer orders the mass layoff, relocation, or termination. Labor Code § 1403.

FISCAL EFFECT: According to the Senate Appropriations Committee,

- The Employment Development Department (EDD) indicates that it would incur one-time General Fund costs of \$1.8 million, and \$400,000 (minimally) annually thereafter, to implement the provisions of the bill. Additionally, the department notes that the required information technology changes could make the bill's effective date of January 1, 2027 operationally infeasible.
- The Department of Industrial Relations (DIR) is still reviewing the bill but expects that costs will exceed \$300,000 annually for staff (enforcement deputies, support, and supervisory staff) to enforce (1) the technological displacement (WARN like) notice and (2) other requirements.
- This bill could result in increased penalty revenue to the State. The magnitude is unknown.

COMMENTS: Note: This bill is double-referred to the Assembly Privacy and Consumer Protection Committee upon passage from this committee.

This bill builds upon the Cal/WARN Act that governs mass layoffs and relocation or termination of operations at private establishments in California by creating notice requirements for layoffs or permanent hiring freezes due to AI or other automation. SB 951 applies its provisions more broadly to include workers in the public sector, workers of smaller businesses or public entities, and independent contractors.

Companies are adopting AI and automating technologies at a frenetic pace resulting in both notable layoffs and the slowing of job placements. According to an "AI layoffs" tracker by Founder Reports, 80% of organizations piloting or deploying autonomous business technology

have reduced their workforce in 2026.¹ For example, IBM eliminated “200 HR roles after its agentic “AskHR” system automated high-volume workflows such as routine employee inquiries and administrative document processing.”² Similarly, Salesforce cut some 4,000 customer service jobs after deploying AI agents to handle half of customer interactions.³ Additionally, in April of this year, large-scale job cuts were especially prevalent in the tech sector, which is leading all industries in layoff announcements while citing *AI spending* as a major contributor.⁴

Researchers also report that AI is causing a slowdown in hiring in the broader market. They’ve even created a term for it—a “big freeze”—as hiring levels have dipped to 2010 levels.⁵ Another indicator of hiring stagnation is a rise in unemployment among recent college graduates. For this demographic, “unemployment has climbed to almost 6%, rising twice as fast as the rest of the workforce since 2022.”⁶

On May 21, 2026, Governor Newsom announced an executive order (EO) on AI and the workforce.⁷ The EO requires, among other things, a review of academic research identifying the potential workforce impacts of technological shifts, including AI’s impact on California’s labor market. Specifically, the EO orders the Labor Workforce and Development Agency within six months to review and provide recommendations on revisions and updates to Cal/WARN so that it is responsive to emerging industry trends. In conjunction with this effort, the EDD is tasked with launching a dashboard of AI’s impacts on employment across various sectors using unemployment insurance data. It is unclear how the EO would affect implementation of this bill if signed into law.

According to the author, “Artificial Intelligence is transforming our economy at an unprecedented pace. Unlike past technological advances, AI has the ability to automate entire occupations almost overnight, leaving workers vulnerable to sudden economic disruption. Employers are already citing AI as a reason for layoffs and hiring freezes, yet policymakers lack reliable data to understand the full impact. Without this information, government is forced to respond only after workers have already lost their livelihoods.

SB 951 modernizes California’s existing Worker Adjustment and Retraining Notification Act by requiring employers to provide a 60-day advance notice when mass layoffs are driven by artificial intelligence or technological automation. This ensures workers and the state have time to prepare and respond, while also allowing the state to collect critical data on AI-related job loss and workforce disruption. This information will help policymakers better understand how AI is reshaping our labor market and craft informed, proactive solutions.

¹ Founder Reports: AI Layoffs by Company: A Tracker of Every Major Layoff Tied to AI (2026). Marc Shorb, May 24, 2026.

² Sonnenfeld, Jeffrey A., “The Real Job Destruction from AI is Hitting Before Careers Can Start.” Yale Insights. May 4, 2026.

³ *Ibid.*

⁴ Challenger Report: Volatility Continues: Job Cuts up 38%; AI Leads Reasons for Second Consecutive Month. May 7, 2026.

⁵ Sonnenfeld, Jeffrey A., “The Real Job Destruction from AI is Hitting Before Careers Can Start.” Yale Insights. May 4, 2026.

⁶ *Ibid.*

⁷ Executive Order N-6-26. Accessed at: [5.21.26-AI-Workforce-EO-FINAL-SIGNED.pdf](#).

Innovation should not come at the expense of working families. SB 951 ensures transparency, preparedness, and accountability as artificial intelligence becomes a permanent part of California's economy.”

The author continues, “Throughout history, major technological shifts have transformed our economy. While innovation has created opportunity, it has also left many working class people behind, often with deep and lasting economic scars. Unlike past technological shifts, however, automation and artificial intelligence (AI) have widened the scope of automatable tasks beyond manufacturing to other industries. For instance, warehouse workers use digital order-picking and shipment tools; aerospace workers use augmented reality to improve efficiency on the assembly line; and agricultural workers use in-cab systems for efficient tractor operation. Meaning, this technological shift has the potential to disrupt all sectors but especially those in underserved and marginalized communities. According to a UCLA Latino Policy and Politics Institute report, Latino and Black workers are heavily employed in the jobs most susceptible to automation. SB 951 will ensure that innovation does not come at the expense of workers, especially those in underserved and marginalized communities and allows the state to collect critical data on AI-related job loss and workforce disruption.”

Committee Comments

Committee staff recommend the author amend the bill in the future to provide a threshold on how many positions the employer must no longer be permanently hiring for to trigger the “technological cessation in hiring” notice under proposed Labor Code Section 1414.3(a).

Arguments in Support

The California Federation of Labor Unions, sponsor of the bill, states, “Policy makers cannot ignore the blaring alarm bells warning of massive economic upheaval and worker suffering. AI poses an existential threat to human workers, government revenue, and society. The first step to tackling the growing threat is to collect and use reliable, local data to inform policy responses and to support workers who are the canaries in the coal mine of AI. This bill is a small, but crucial first step to that process.

SB 951 provides policy makers and the public with data on AI-related job loss. It requires employers to give 60-days advance notice to workers, local government, and the Employment Development Department (EDD) of AI-related layoffs or cessation in hiring for occupations and the notice may be integrated with existing WARN notices. Employers are also required to give workers facing layoffs the right to bid on existing positions in the company to mitigate the impact on incumbent workers. This advance notice gives workers and their communities time to prepare for potentially extended unemployment.

EDD will then collect and post the data to provide legislators, researchers, and the public an overview of the impact of AI on jobs and hiring decisions. This data can be used with other sources from studies and developers for a more complete picture of the impact of AI on workers so the state, unions, and the public can shape a response that is targeted, appropriate, and based on real world information rather than speculation and media reports.”

Arguments in Opposition

A coalition of employer organizations, including the California Chamber of Commerce, are opposed and state, “while we appreciate the amendments the author has taken to reduce the advance notice period from 90 to 60 days and narrow the definition of 'technological cessation in hiring' to require that AI be the cause 'in whole' (rather than 'directly and primarily'), they are modest improvements that do not cure the bill's fundamental defects:

Overbroad trigger threshold remains. The bill still applies to any technological displacement affecting 25 or more workers during any 30-day period, a threshold far lower than Cal-WARN’s 50-employee trigger for mass layoffs.

Independent contractors are not employees. Independent contractors with at least six months of tenure are still covered, sweeping in contingent workers categorically different from permanent employees.

Mandatory disclosure of proprietary information is unchanged. The bill still requires employers to publicly disclose the specific AI system used, the identity of the technology vendor, job functions automated, and the justification for the technology adoption. These requirements compel disclosure of trade secrets, vendor relationships, and internal business strategy. This information is wholly unrelated to actual job loss and potentially harmful to California's competitive environment. Notably, Cal-WARN imposes no obligation on employers to disclose financial records, projections, or budgetary justifications when effectuating a layoff purportedly driven by economic conditions...”

A coalition of local government employers, including the Rural County Representatives of California, is opposed unless amended, and seeks to be exempt from the bill. The coalition states, “SB 951's requirement that certain employers, including many public agencies, provide displaced workers with a "right of first bid" on other positions would directly conflict with long-established merit-based civil service systems and collectively bargained labor agreements that govern vast majority public-sector hiring. These systems prescribe detailed procedures for filling vacancies, including competitive examinations, minimum qualifications, seniority provisions, reemployment lists, promotional opportunities, and negotiated bumping and layoff rights. By creating a new statutory hiring preference that supersedes these established processes, SB 951 would create significant legal uncertainty and expose public employers to competing obligations under state labor laws, civil service rules, and local personnel ordinances.

While the recent amendments attempt to address collective bargaining concerns by exempting situations where the right-of-first-bid provisions would conflict with a collective bargaining agreement, the amendment does not resolve the fundamental problems created by the bill. Instead, it introduces significant legal uncertainty by requiring employers, employee organizations, and ultimately the courts to determine when a conflict exists and whether a particular negotiated provision is sufficient to displace the statutory requirements.”

Related and Prior Legislation

SB 947 (McNerney) of 2026 would, among other things, 1) prohibit an employer from using an ADS that does certain functions and would limit the purposes and manner in which an ADS may be used to make disciplinary, termination, or deactivation decisions; 2) require an employer to provide a written postuse notice when an employer has used an ADS, as specified; 3) include

worker anti-retaliation provisions for exercising these rights; and 4) specify enforcement provisions including specified penalties and relief for violations. SB 947 is pending in this committee.

AB 1883 (Bryan) of 2026 would regulate the use of workplace surveillance tools and an employer's use of worker data. The bill would require the LC to enforce the bill's provisions, would authorize an employee to bring a civil action for specified remedies for a violation, and would authorize a public prosecutor to also enforce. AB 1883 is pending referral in the Senate.

AB 1898 (Schultz) of 2026 would require an employer to provide a written notice to an employee that a workplace AI tool, as defined, was used to assist the employer in making employment-related decisions or to surveil workers in the workplace. The bill would require an employer to maintain an updated list of all workplace AI tools currently in use and their impact on jobs, as specified, and to provide the list to workers annually. The bill would provide for enforcement by the LC or a public prosecutor, and alternatively would authorize any worker who has suffered damages, or their exclusive representative, to file a civil action for damages caused by the adverse action. The bill would establish remedies and penalties for violations. This bill was held in the Assembly Appropriations Committee.

AB 1979 (Bonta) of 2026 would, among other things, require a health facility, clinic, physician's office, or office of a group practice to ensure that no clinical decision is based solely on the output of a clinical decision support system. AB 1979 is pending in the Senate Privacy, Digital Technologies, and Consumer Protection Committee.

AB 2027 (Ward) of 2026 would, among other things, prohibit an employer or vendor from using a worker's data to train or deploy AI to, among other things, replicate, automate, or replace a worker's job, and to prohibit an employer or vendor from deploying AI trained with worker data to replicate, automate, or replace a worker's job. This bill was held in the Assembly Appropriations Committee.

AB 2148 (Muratsuchi) of 2026 clarifies that, for purposes of the Education Code, public school employees and contractors performing services in public schools must be natural persons, thereby affirming that interactions between students and school personnel are to be conducted by human beings rather than artificial intelligence (AI) systems. AB 2148 is pending in the Assembly Education Committee.

AB 2530 (Caloza) of 2026 would add public agencies to coverage under the Cal/WARN Act for the purpose of an employer giving notice regarding a mass layoff, relocation, or termination. This bill was held in the Assembly Appropriations Committee.

SB 617 (Arreguin) Chapter 229, Statutes of 2025 expanded the information employers are required to include in a Cal/WARN notice and requires employers that choose to coordinate services through a local workforce development board or another entity to do so within 30 days of the notice.

AB 1356 (Haney) of 2023 would have, among other things, revised the Cal/WARN Act to increase the notice requirement from 60 to 90 days prior to a mass layoff and modified the definition of "covered establishment." The bill was vetoed by Governor Newsom.

REGISTERED SUPPORT / OPPOSITION:

Support

California Federation of Labor Unions, AFL-CIO (Sponsor)
Alameda Labor Council
American Federation of Musicians, Local 7
American Federation of State, County and Municipal Employees California
American Federation of State, County and Municipal Employees, AFL-CIO
California Alliance for Retired Americans
California Employment Lawyers Association
California Faculty Association
California Federation of Teachers AFL-CIO
California Nurses Association
California School Employees Association
California State Legislative Board of the Smart - Transportation Division
Center on Policy Initiatives
Central Coast Labor Council
Central Labor Council, Fresno-madera-tulare-kings Counties, AFL-CIO
Communications Workers of America, District 9
Electronic Frontier Foundation
Inland Empire Labor Council, AFL-CIO
Kapor Center Advocacy
North Bay Labor Council
North Valley Labor Federation
Orange County Labor Federation, AFL-CIO
San Mateo County Central Labor Council
Service Employees International Union California
State Building and Construction Trades Council of California, AFL-CIO
Techequity Collaborative
What We Will

Opposition

Acclamation Insurance Management Services
Allied Managed Care
Associated General Contractors of California
Associated General Contractors San Diego
Calforests
California Apartment Association
California Bankers Association
California Chamber of Commerce
California Employment Law Council
California Farm Bureau
California Fuels and Convenience Alliance
California Grocers Association
California Hospital Association
California Landscape Contractors Association

California League of Food Producers
California Manufacturers & Technology Association
California Manufacturers and Technology Association
California Restaurant Association
California Retailers Association
California's Credit Unions
Civil Justice Association of California
Flasher Barricade Association
Los Angeles Area Chamber of Commerce
Official Police Garages of Los Angeles
Society for Human Resource Management California
Technet
Western Growers Association

Oppose Unless Amended

Association of California Healthcare Districts
California Association of Recreation & Park Districts
California Special Districts Association
California State Association of Counties
Chamber of Progress
Community College League of California
League of California Cities
Public Risk Innovation, Solutions, and Management
Rural County Representatives of California
University of California
Urban Counties of California

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